

Message Text

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ACTION IO-14

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FM AMEMBASSY VIENNA
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EO 11652: NA
TAGS: UNIDO, PORG, OCON, OSEX, EIND
SUBJECT: DELEGATION REPORT NO. 2: IDBXI (MAY 23-JUNE 6, 1977):
AGENDA ITEM 10: INTEGRATION OF WOMEN IN DEVELOPMENT

1. EIGHT DELEGATIONS (AUSTRIA, ALGERIA, DENMARK, FINLAND, SWEDEN, VENEZUELA, UK AND U.S.) AND THE BYELORUSSIAN OBSERVER TO THE FORTY-FIVE MEMBER INDUSTRIAL DEVELOPMENT BOARD (IDB) COMMENTED ON THE SECOND ANNUAL REPORT ON INTEGRATION OF WOMEN IN DEVELOPMENT FROM THE EXECUTIVE DIRECTOR OF THE UN INDUSTRIAL DEVELOPMENT ORGANIZATION (UNIDO)) TO THE IDB (DOCUMENT ID/B/186). MOST DELEGATIONS EXPRESSED DISAPPOINTMENT WITH THE LIMITED ACCOMPLISHMENTS.

2. THE REPORT ITSELF DEALT WITH TWO DISTINCT SUBJECTS: (A) UNIDO ADVICE AND ASSISTANCE TO GOVERNMENTS TO INCREASE FEMALE PARTICIPATION IN INDUSTRIALIZATION, POLICY-MAKING AND IMPLEMENTATION AND (B) EMPLOYMENT OF WOMEN IN THE UNIDO SECRETARIAT AT HEADQUARTERS AND IN THE FIELD. THE REPORT ITSELF CHARACTERIZED PROGRESS IN THE FIRST AREAS AS "SLIGHT"

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AND STATED THAT THE "TREND OF FEMALE REPRESENTATION AMONG UNIDO PROFESSIONAL STAFF IN THE SECRETARIAT IS NOT ENCOURAGING, IN SPITE OF ALL THESE EFFORTS". (THE EFFORTS REFERRED TO WERE AN INCREASE IN THE NUMBER OF FEMALE PERSONNEL OFFICERS TO FOUR, THE PREPARATION OF AN INVENTORY OF GENERAL SERVICES STAFF MEMBERS WHO POSSESS PRIMA FACIE PROFESSIONAL QUALIFICATIONS, PROMOTION OF SIX GENERAL SERVICE

CATEGORY WOMEN INTO THE PROFESSIONAL CATEGORY, APPROVAL BY THE EXECUTIVE DIRECTOR OF THE RECOMMENDATION BY THE JOINT ADVISORY COMMITTEE (JAC) OF THE STAFF ASSOCIATION TO ESTABLISH A JOINT STAFF/ADMINISTRATION COMMITTEE ON STFF TRAINING AND CAREER DEVELOPMENT, AND SUBMISSION TO THE JAC OF A REPORT BY THE NEWLY ESTABLISHED COMMITTEE ON THE EMPLOYMENT OF WOMEN IN THE SECRETARIAT.)

3. THE U.S. DELEGATION POINTED OUT THAT BOTH THE SUBJECT OF PARTICIPATION OF WOMEN IN THE PROCESS OF DEVELOPMENT AND THE SUBJECT OF EEMPLOYMENT OF WOMEN IN THE SECRETARIAT HAVE TWO ASPECTS. US DEL EMPHASIZED THE CONSIDERABLE IMPORTANCE WHICH THE U.S. ATTACHES TO THE HUMAN RIGHTS ASPECT, THE INDIVIDUAL RIGHT OF WOMEN TO COMPETE FOR EQUAL STATUS AND SELF-FULFILLMENT, WHAT HIS FOREBEARS HAD REFERRED TO AS "THE PURSUIT OF HAPPINESS". U.S. DEL ALSO ILLUSTRATED THE SOCIAL ASPECT, THE FULL UTILIZATION BY SOCIETY OF HUMAN POTENTIAL, BY NOTING THE PERCY AMENDMENT REQUIREMENT THAT ALL AID DEVELOPMENT PROJECTS SHOW THE DEGREE TO WHICH WOMEN ARE INCLUDED AS PARTICIPATNS. THE BYELORUSSIAN OBSERVOR STATED THAT WOMEN ARE EQUAL IN SOCIALIST SOCIETIES, AND THE ALGER- IAN DELEGATION ASSERTED THAT ONLY THE NEW INTERNATIONAL ECONOMIC ORDER WILL BRING EQUALITY FOR WOMEN.

4. U.S. DEL REGRETTED THE POOR RECORD OF ACHIEVING BALANCE BETWEEN MEN AND WOMEN IN SENIOR AND POLICY-MAKING POSITIONS NOTING THAT THERE ARE NO WOEMEN OF DIRECTOR-2 (D-2) RANK, ONLY ONE WOMAN OUT OF 20 OFFICERS AT D-1 LEVEL, ONLY 2 WOMEN OUT OF 50 AT PROFESSIONAL-5 (P-5), AND ONLY 4 WOMEN UNCLASSIFIED

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OUT OF 100 AT P-4. MORE AGGREGATED STATISTICS IN ANNUAL REPORT OF EXECUTIVE DIRECTOR WERE CITED BY THE SECRETARIAT TEXT AND WERE REFERRED TO BY U.S. DEL AS FOLLOWS:
P-5 AND ABOVE, 2 WOMEN OUT OF 103:

P-1 TO P-4, 35 WOMEN OUT OF 198..

AUSTRIAN DELEGATION REQUESTED COMPARISON OF UNIDO STATISTICS WITH THOSE OF OTHER UN BODIES. SECRETARIAT REPRESENTATIVE DID NOT REPLY.

5. U.S. DEL AND OTHER DELEGATIONS ATTRIBUTED RESPONSIBILITY FOR EXTRMELEY POOR RECORD DESCRIBED IN PARA 4 ABOVE BOTH TO SECRETARIAT FOR NOT CALLING JOB OPPORTUNITIES TO ATTENTION OF POT- ENTIAL WOMEN CANDIDATES IN ORGANIZATIONS WHERE THEY AREFOUND IN CONCENTRATED NUMBERS AND TO GOVERNMENTS WHICH HAVE NOT SUFFICIENTLY SOUGHT OUT FEMALE CANDIDATES.

6. U.S. DEL COMMENDED SECRETARIAT FOR PLANNING MEETING OF LEADING WOMEN INDUSTRIALISTS AND POLICY-MAKERS FROM DEVELOPING AND INDUSTRIALIZED COUNTRIES AND RECOMMENDED THAT A REPRESENTATIVE FROM THE UN COMMISSION ON THE STATUS OF WOMEN BE INCLUDED IN PLANNING THE MEETING. THE UK DEL OPINED THAT MEN SHOULD NOT BE EXCLUDED FROM THIS MEETING.

7. U.S. DEL MADE SERIES OF ADDITIONAL SUGGESTIONS INCLUDING THOSE CONTAINED IN POSITION PAPER AND REQUESTED THAT NEXT YEAR'S ANNUAL REPORT INFORM BOARD OF WORK OF JOINT STAFF/ADMINISTRATION COMMITTEE REFERRED TO IN PARA 2 ABOVE.

8. AT CONCLUSION OF DEBATE, WITHOUT PROVIDING INFORMATION REQUESTED BY DELS OF AUSTRIA, ALGERIA, OR U.S., EXECUTIVE DIRECTOR STATED THAT SOLVING "DELICATE QUESTIONS", SUCH AS QUESTIONS REGARDING WOMEN ALWAYS ARE, WILL REQUIRE TIME.
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HE "CONFESSED" A TENDENCY IN THE 1976 PROMOTION PROCESS TO FAVOR WOMEN IN RESPONSE TO IDB INTEREST AND ASSURED THE BOARD THAT THERE WAS NO DISCRIMINATION ON GROUNDS OF SEX. HE DID NOT, HOWEVER, WISH TO CONCEAL FROM THE BOARD THAT WOMEN WOULD NOT BE PROMOTED SIMPLY BECAUSE THEY WERE WOMEN NOR WOULD THEY BE PLACED IN POSITIONS OF RESPONSIBILITY SIMPLY BECAUSE THEY WERE WOMEN.

9. THE BOARD TOOK NOTE OF THE REPORT AND INSTRUCTED THE SECRETARIAT TO CONTINUE TO IMPLEMENT IDB RESOLUTION 44 (IX) OF APRIL 1975 IN ACCORDANCE WITH THE VIEWS EXPRESSED BY DELEGATIONS. STIBRAVY

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